



**Presentation to Changing Workplaces Review Committee, June 18, 2015, Ottawa, Canada**

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**Basic facts:**

- At the University of Ottawa, part-time faculty teach approximately 50% of the students
- In fall 2014, there were approximately:
  - 1250 full-time regular professors (and 30 librarians; 30 limited-term appointments)
  - 1800 part-time professors
- Majority of contract faculty teach 2-3 courses per year, average salary \$15,000-\$22,000

**The problem:**

- Impact of increasing precariousness on **full-time professors**: intensification of work (e.g. more committee work, more reference letters for students, more time spent hiring at unit level)
- Impact of increasing precariousness on **students**: problem with continuity creates problems (e.g. who is going to write you a reference letter, course content changes radically year to year)
- **Academic faculty are currently represented by two unions**: Association of Professors of University of Ottawa (APUO) and Association of Part-Time Professors of the University of Ottawa (APTPUO)
  - Employer tries to divide us at the table (e.g. discussion about wages, benefits and job security)
  - Face similar issues (e.g. teaching-intensive faculty positions)
  - Improving working conditions for academic faculty will improve quality of education and student experience
- Under current labour legislation we cannot change union structure unless 1) we ask the employer at the bargaining table; or 2) decertify & recertify one of the unions

**The solution:**

- Recommendation #1: part-time professors should be treated equally under the law
- Recommendation #4: labour law should be amended to allow unions to make requests to the Ontario Labour Relations Board to change our bargaining unit structure as our workplaces change